

Human Resources Policy

Transform Exploration understands and appreciates the value of having a diverse workforce, and the contribution this makes to business success and the long term sustainability of our activities. We are committed to an inclusive workplace that embraces and promotes diversity, and we respect and appreciate the talents and unique qualities that each individual brings to the workplace.

To this end, Transform Exploration:

- Recruits and manages individuals on the basis of their job-related skills, qualifications, abilities and aptitudes—regardless of gender, age, race, religion, marital status, sexual preference or political belief.
- Complies with all applicable laws, standards and other statutory requirements with respect to recruitment and employment of personnel.
- Meets the requirements of all relevant equal opportunity, local content and anti-discrimination laws and standards to ensure that employees are treated fairly and with respect.
- Provides information regarding worker's rights under national labour and employment law including wages, benefits and terms and conditions to all new employees and contractors no later than the time of their employment.
- Ensures that recruitment and employment of personnel is aligned with international labour rights and principles, including the prevention of child labour, forced labour, anti-discrimination, adequate working conditions and training.
- Does not tolerate any form of discrimination, bullying or harassment in the workplace.
- Respects employee and contractor legal rights to freedom of association—to form or join worker's organizations without interference.
- Has developed and implemented a grievance mechanism that is accessible to all employees and contractors.
- Makes sure that employees understand that they have the right and responsibility to stop or refuse to work in unsafe conditions, and shall bring these conditions to the attention of management immediately.
- Disseminates this Policy to all employees and contractors in their native language and in an easily understandable form.
- Ensures that all new, reassigned and/or temporary employees and contractors are trained on the objectives and principles of this Policy.
- Continually monitors, reviews and improves the elements of the Transform Exploration Management System that relate to diversity in the workforce and the rights and responsibilities of all employees and contractors.

It is the responsibility of the Board and Senior Management of Transform Energy to implement this Policy.

A handwritten signature in blue ink, appearing to read "Agu Kantsler".

Agu Kantsler

Chief Executive Officer